

# Hayward, City of

	Benchmark Match	Matches as:
<b>Bargaining Unit: Assoc of Management Employees - HAME</b>		
Accounting Manager	No IEDA Benchmark Match	N
Administrative Analyst I	Management Analyst/Admin Analyst (Journey)	-
Administrative Analyst II	Management Analyst/Admin Analyst (Journey)	-
Administrative Analyst III	Management Analyst/Admin Analyst (Journey)	=
Administrative Assistant INACTIVE	Exec. Secretary/Senior Admin. Assist	+
Administrative Director INACTIVE	Class Title Provided without Specifications	N
Airport Manager	No IEDA Benchmark Match	N
Airport Operations Manager	No IEDA Benchmark Match	N
Animal Services Manager	No IEDA Benchmark Match	N
Auditor INACTIVE	Accountant (Journey)	-
Auditorium Coordinator INACTIVE	No IEDA Benchmark Match	N
Budget Administrator	No IEDA Benchmark Match	N
City Building Official	Dir. of Building Inspection/Chief Bldg Official	=
Communications Supervisor	Police Communications/Dispatch Supervisor	=
Counseling Supervisor	No IEDA Benchmark Match	N
Data & Systems Coordinator	No IEDA Benchmark Match	N
Deputy City Clerk	No IEDA Benchmark Match	N
Instruction Services Manager INACTIVE	No IEDA Benchmark Match	N
Development Review Engineer	Structural/Plan Check Engineer (Journey)	-
Economic Development Coordinator	Director of Economic Development	-
Emergency Medical Services Coordinator	Class Title Provided without Specifications	N
Ent Maintenance Supervisor INACTIVE	Public Works Maintenance Supervisor	-
Equipment Manager	Public Works Superintendent	-
Facilities and Building Manager	Custodial/Building Maintenance Supervisor	+
ies Maintenance Supervisor INACTIVE	Public Works Maintenance Supervisor	-
azardous Materials Program Coordinator	No IEDA Benchmark Match	N
Information Systems Manager	Dir. of Information Tech/Chief Information Officer	-
Jail Supervisor	No IEDA Benchmark Match	N
Laboratory Supervisor	Chemist	+
Landscape Architect INACTIVE	No IEDA Benchmark Match	N
Landscape Maintenance Manager	Park Maintenance Superintendent	-
ape Maintenance Supervisor INACTIVE	Park Maintenance Supervisor	+
Library Operations Manager	Senior/Branch Librarian	+
Library Systems Manager INACTIVE	No IEDA Benchmark Match	N
ood & Economic Development Manager	No IEDA Benchmark Match	N
Neighborhood Partnership Mngr	No IEDA Benchmark Match	N
Network Systems Specialist	Network Analyst/Information Syst. Spec. (Journey)	=
Operations Support Director INACTIVE	No IEDA Benchmark Match	N
Planning Manager	Director of Community Development/Planning	-

	<i>Benchmark Match</i>	<i>Matches as:</i>
<b><i>Bargaining Unit: Assoc of Management Employees - HAME</i></b>		
Police Records Supervisor	Police Records Clerk/Technician (Entry)	+
Principal Planner INACTIVE	Senior Planner (Advanced Journey)	+
Property-Evidence Supervisor	No IEDA Benchmark Match	N
ic Safety Info Systems Mngr INACTIVE	No IEDA Benchmark Match	N
Purchasing and Services Manager	No IEDA Benchmark Match	N
Real Property Manager INACTIVE	No IEDA Benchmark Match	N
Redevelopment Director	No IEDA Benchmark Match	N
Redevelopment Project Manager	Redevelopment Specialist (Entry)	+
Revenue Manager	No IEDA Benchmark Match	N
Senior Accountant	Accountant (Journey)	+
Senior Civil Engineer	Senior Civil Engineer (Adv. Journey – Proj. Mgr)	=
Senior Planner	Senior Planner (Advanced Journey)	=
Senior Transportation Planner INACTIVE	Traffic Engineer/Transportation Planner (Journey)	+
Social Services Planning Manager	No IEDA Benchmark Match	N
Solid Waste Manager	No IEDA Benchmark Match	N
Streets Maintenance Manager INACTIVE	Public Works Superintendent	-
Streets Maintenance Supervisor	Public Works Maintenance Supervisor	=
Supervising Building Inspector	Supervising Building Inspector	=
Supervising Construction Inspector	Supervising Construction Inspector	+
Supervising Librarian I	No IEDA Benchmark Match	N
ing Plan Checker-Expediter INACTIVE	Structural/Plan Check Engineer (Journey)	-
Survey Engineer	No IEDA Benchmark Match	N
Transportation-Development Manager	Traffic Engineer/Transportation Planner (Journey)	+
Utilities Engineer	Senior Civil Engineer (Adv. Journey – Proj. Mgr)	-
Utilities Maintenance Supervisor	Public Works Maintenance Supervisor	-
Utilities Ops and Maint Manager	Public Works Superintendent	=
Utilities Superintendent	Wastewater Collections/Treatment Systems Mgr	+
Wastewater Collections & Maint. Supervisor INACTIVE	Public Works Maintenance Supervisor	-
Water Pollution Control Administrator	No IEDA Benchmark Match	N
Water Pollution Control Facility Manager	Wastewater Collections/Treatment Systems Mgr	+
Water Pollution Control Facility Ops - Maint Mgr	Wastewater Collections/Treatment Systems Mgr	=
Water Pollution Control Facility Sprvsr INACTIVE	Wastewater Collections/Treatment Systems Mgr	-
WPCF Maintenance Supervisor	Public Works Maintenance Supervisor	=
WPCF Operations Supervisor	Water Treatment or Distribution Supervisor	=
Youth & Family Services Manager	No IEDA Benchmark Match	N
<b><i>Bargaining Unit: Clerical and Related Unit - Local 790</i></b>		
Accounting Technician	Accounting Tech./Account Clerk (Journey)	=
Administrative Clerk I	Clerk Typist I/Office Assistant (Entry)	-
ADMINISTRATIVE CLERK II	No IEDA Benchmark Match	N
Administrative Secretary	Departmental Secretary/Admin. Assistant (Journey)	=
Administrative Secretary (Conf.)	Departmental Secretary/Admin. Assistant (Journey)	-
Animal Care Attendant	No IEDA Benchmark Match	N
Animal Control Officer	Animal Control Officer (Journey)	=

<i>Benchmark Match</i>		<i>Matches as:</i>
<b><i>Bargaining Unit: Clerical and Related Unit - Local 790</i></b>		
Communications Operator	Police Dispatcher (Entry)	-
Community Service Officer	Community Serv. Officer/Police Serv. Asst. (Entry)	=
Crime Prevention Specialist	No IEDA Benchmark Match	N
Crime Scene Technician	Criminalist/Evidence Tech. (Journey)	-
Customer Account Clerk	Customer Service Representative (Journey)	-
Data Systems Operator	Computer Operator (Journey)	-
Executive Assistant	Exec. Secretary/Senior Admin. Assist	+
Lead Customer Account Clerk INACTIVE	Customer Service Representative (Journey)	+
Lead Library Assistant	Library Assistant (Paraprofessional)	+
Legal Secretary I	No IEDA Benchmark Match	N
Legal Secretary II	Legal Secretary (Journey)	=
Library Assistant	Library Assistant (Paraprofessional)	=
Mail and Stock Clerk INACTIVE	No IEDA Benchmark Match	N
Mail Clerk	No IEDA Benchmark Match	N
Permit Technician	Permit Center Technician (Journey)	=
Police Officer Trainee	Police Officer	-
Police Records Clerk II	Police Records Clerk/Technician (Entry)	+
Purchasing Assistant	Buyer (Journey)	-
Secretary	Departmental Secretary/Admin. Assistant (Journey)	-
Secretary (Conf.)	Departmental Secretary/Admin. Assistant (Journey)	-
Senior Account Clerk	Accounting Tech./Account Clerk (Journey)	=
Senior Accounting Technician	Accounting Tech./Account Clerk (Journey)	+
Senior Animal Care Attendant INACTIVE	No IEDA Benchmark Match	N
Senior Communication Operator INACTIVE	Police Communications/Dispatch Supervisor	-
Senior Customer Account Clerk	Accounting Tech./Account Clerk (Journey)	-
Senior Jailer INACTIVE	No IEDA Benchmark Match	N
Senior Library Assistant	No IEDA Benchmark Match	N
Senior Permit Technician	Permit Center Technician (Journey)	+
Senior Police Records Clerk INACTIVE	Police Records Clerk/Technician (Entry)	+
Senior Secretary	Departmental Secretary/Admin. Assistant (Journey)	+
Senior Secretary (Conf.) INACTIVE	Departmental Secretary/Admin. Assistant (Journey)	+
Crime Prevention Specialist INACTIVE	Community Serv. Officer/Police Serv. Asst. (Entry)	+
Sr. Animal Control Officer INACTIVE	Animal Control Officer (Journey)	+
Veterinary Technician INACTIVE	No IEDA Benchmark Match	N
Volunteer Program Assistant INACTIVE	No IEDA Benchmark Match	N
<b><i>Bargaining Unit: Fire Management Association</i></b>		
Battalion Chief 40hrs	Battalion Chief	-
Chief 40hrs Special Assignment INACTIVE	Battalion Chief	-
Battalion Chief 56hrs	Battalion Chief	=
Deputy Fire Chief	No IEDA Benchmark Match	N
Fire Marshal	Fire Inspector	+
<b><i>Bargaining Unit: International Assoc of Firefighters, Local 1909</i></b>		

<i>Benchmark Match</i>		<i>Matches as:</i>
<b><i>Bargaining Unit: International Assoc of Firefighters, Local 1909</i></b>		
Apparatus Operator - 40hrs	Senior Firefighter/Fire Engineer	=
Apparatus Operator - 56hrs	Senior Firefighter/Fire Engineer	=
Fire Captain - 40hrs	Fire Captain	=
Fire Captain - 56hrs	Fire Captain	=
Fire Prevention Inspector - 40hrs	Fire Inspector	=
Fire Prevention Inspector - 56hrs	Fire Inspector	=
Firefighter - 40hrs	Firefighter	=
Firefighter - 56hrs	Firefighter	=
Staff Fire Captain	Fire Captain	-
<b><i>Bargaining Unit: Int'l Fed of Professional &amp; Technical Engineers</i></b>		
Assistant Civil Engineer	Assistant/Junior Engineer	=
Assistant Planner INACTIVE	Assistant/Junior Planner	=
Assistant Transportation Engineer	Transportation Administrator/Traffic Engineer	-
Associate Civil Engineer	Associate Civil Engineer (Journey)	=
Associate Planner	Associate Planner (Journey)	=
Associate Transportation Engineer	Transportation Administrator/Traffic Engineer	=
Associate Transportation Planner INACTIVE	Traffic Engineer/Transportation Planner (Journey)	-
Building Inspector	Building Inspector (Journey)	-
Chemist INACTIVE	Chemist	=
Collections Officer INACTIVE	Collections Enforcement Officer (Journey)	=
Community Development Specialist INACTIVE	Redevelopment Specialist (Journey)	+
Community Preservation Inspector	No IEDA Benchmark Match	=
Community Preservation Specialist	No IEDA Benchmark Match	N
Community Programs Aide INACTIVE	Class Title Provided without Specifications	N
Community Programs Specialist	No IEDA Benchmark Match	N
Computer Operator INACTIVE	Computer Operator (Journey)	=
Computer Operator-Analyst INACTIVE	Computer Operator (Journey)	+
Construction Inspector	Construction Inspector (Journey)	=
Development Review Specialist	No IEDA Benchmark Match	N
Economic Development Specialist	No IEDA Benchmark Match	N
Engineering Technician	Engineering Assistant/Engineering Tech. (Journey)	=
Environmental Specialist INACTIVE	No IEDA Benchmark Match	N
Family Counselor I	No IEDA Benchmark Match	N
GIS Coordinator	No IEDA Benchmark Match	N
Graphics Planning Illustrator	Engineering Drafter (Journey)	-
Hazardous Materials Investigator	No IEDA Benchmark Match	N
Homeownership Coordinator INACTIVE	No IEDA Benchmark Match	N
Housing Development Specialist	Housing Specialist (Journey)	=
Housing Inspector	Building Inspector (Journey)	-
Housing Rehabilitation Coordinator INACTIVE	No IEDA Benchmark Match	N
Info Systems Support Tech INACTIVE	Information Systems Technician	=
Junior Civil Engineer INACTIVE	Assistant/Junior Engineer	=
Junior Planner INACTIVE	Class Title Provided without Specifications	N

	<i>Benchmark Match</i>	<i>Matches as:</i>
<b><i>Bargaining Unit: Int'l Fed of Professional &amp; Technical Engineers</i></b>		
Senior Transportation Engineer INACTIVE	Class Title Provided without Specifications	N
Laboratory Technician	Laboratory Technician	-
Librarian I	Librarian (Entry)	=
Librarian II INACTIVE	Senior/Branch Librarian	=
Literacy Program Coordinator	No IEDA Benchmark Match	N
Network-Microcomputer Specialist	Information Systems Technician	+
Paratransit Prog Coordinator	No IEDA Benchmark Match	N
Plan Checker	Structural/Plan Check Engineer (Journey)	-
Plan Checking Engineer	Structural/Plan Check Engineer (Journey)	=
Police Identification Specialist INACTIVE	Criminalist/Evidence Tech. (Journey)	+
Programmer Analyst	Programmer Analyst (Journey)	+
Property Rehabilitation Specialist	Redevelopment Specialist (Entry)	-
Real Property Assistant INACTIVE	Class Title Provided without Specifications	N
Real Property Associate INACTIVE	No IEDA Benchmark Match	N
Recycling Specialist INACTIVE	No IEDA Benchmark Match	N
Redevelopment Specialist INACTIVE	Redevelopment Specialist (Journey)	=
Senior Building Inspector-Electrical	Supervising Building Inspector	+
Building Inspector-Plumbing-Mechanical	Supervising Building Inspector	+
Senior Building Inspector-Structural	Supervising Building Inspector	-
Senior Community Preservation Inspector	No IEDA Benchmark Match	N
Senior Housing Inspector	Building Inspector (Journey)	-
Information Sys Support Tech INACTIVE	Class Title Provided without Specifications	N
Senior Plan Checker	Structural/Plan Check Engineer (Journey)	-
Senior Property Rehabilitation Specialist	Housing Specialist (Journey)	-
Water Pollution Source Control Inspector	No IEDA Benchmark Match	N
Surveyor	Survey Technician (Journey)	+
Water Pollution Source Control Inspector	No IEDA Benchmark Match	N
Web Specialist	Class Title Provided without Specifications	N
<b><i>Bargaining Unit: Maintenance &amp; Operations Unit, SEIU Local 790</i></b>		
Airport Attendant	No IEDA Benchmark Match	N
Airport Maintenance Leader	No IEDA Benchmark Match	N
Airport Maintenance Worker	No IEDA Benchmark Match	N
Auditorium Leadworker	No IEDA Benchmark Match	N
Backflow Cross Connection Tester	Class Title Provided without Specifications	N
Cross Connection Control Specialist	Cross Connection Technician	+
Electrician I	Electrician (Journey)	-
Electrician II	Electrician (Journey)	=
Equipment Mechanic I	Equipment Mechanic (Journey)	-
Equipment Mechanic II	Equipment Mechanic (Journey)	=
Equipment Operator	Equipment Operator (Journey)	=
Equipment Parts Storekeeper	Storekeeper (Journey)	-
Equipment Service Attendant INACTIVE	No IEDA Benchmark Match	N
Facilities Carpenter I	Carpenter (Journey)	-

	<i>Benchmark Match</i>	<i>Matches as:</i>
<b><i>Bargaining Unit: Maintenance &amp; Operations Unit, SEIU Local 790</i></b>		
Facilities Carpenter II	No IEDA Benchmark Match	N
Facilities Leadworker INACTIVE	Building Maintenance Worker (Journey)	+
Facilities Mechanic I INACTIVE	Building Maintenance Worker (Journey)	=
Facilities Mechanic II INACTIVE	Building Maintenance Worker (Journey)	+
Facilities Painter I	No IEDA Benchmark Match	N
Facilities Serviceworker I	Building Maintenance Worker (Journey)	-
Facilities Serviceworker II	Building Maintenance Worker (Journey)	+
Groundkeeper I	Park Maintenance Worker/Groundskeeper (Entry)	-
Groundkeeper II	Park Maintenance Worker (Journey)	+
Groundkeeper III	Park Maintenance Supervisor	=
Laborer	Public Services/Maintenance Worker (Entry)	-
Maintenance Leader	Pub. Serv./Maint. Wrkr (Adv Journey / Lead)	=
Maintenance Worker	Public Services/Maintenance Worker (Journey)	-
Operator-In-Training	Wastewater Treatment Plant Operator	-
Senior Maintenance Leader	Public Works Maintenance Supervisor	-
ilities Maintenance Mechanic INACTIVE	Plant Maintenance Mechanic	+
Senior Utility Customer Service Leader	No IEDA Benchmark Match	=
Senior Utility Leader	Pub. Serv./Maint. Wrkr (Adv Journey / Lead)	-
llution Control Facility Oper INACTIVE	No IEDA Benchmark Match	N
Sr. Utility Service Representative	No IEDA Benchmark Match	N
Storekeeper-Expediter	No IEDA Benchmark Match	N
Sweeper Equipment Operator	Pub. Serv./Maint. Wrkr (Adv Journey / Lead)	-
Tree Trimmer	Tree Trimmer (Journey)	-
Utilities Maintenance Mechanic	Plant Maintenance Mechanic	=
Utilities Service Worker	Water Works Utility Worker	+
Utility Leader	Pub. Serv./Maint. Wrkr (Adv Journey / Lead)	-
ility Service Representative INACTIVE	Customer Service Representative (Journey)	=
Utility Worker	Water Works Utility Worker	-
Water Meter Mechanic	Meter Mechanic (Journey Level)	=
Water Meter Reader	Meter Reader	=
Pollution Control Facility Lead Operator	No IEDA Benchmark Match	N
Vater Pollution Control Facility Operator	No IEDA Benchmark Match	N
<b><i>Bargaining Unit: Police Management Unit</i></b>		
Police Captain	Police Captain	=
<b><i>Bargaining Unit: Police Officers' Association</i></b>		
Inspector	District Attorney Inspector	=
Police Lieutenant	Police Lieutenant	=
Police Officer	Police Officer	=
Police Sergeant	Police Sergeant	=
<b><i>Bargaining Unit: Unrepresented Management Employees</i></b>		
Administrative Analyst II - Unclassified	Class Title Provided without Specifications	N
Assistant City Attorney	No IEDA Benchmark Match	N

	<i>Benchmark Match</i>	<i>Matches as:</i>
<b><i>Bargaining Unit: Unrepresented Management Employees</i></b>		
Assistant City Manager	Chief Administrative Officer/Asst City Manager	-
Assistant to the City Manager INACTIVE	No IEDA Benchmark Match	N
Chief of Police	Chief of Police	=
City Attorney	City Attorney	=
City Clerk	City Clerk	=
Deputy City Attorney I	No IEDA Benchmark Match	N
Deputy City Attorney II	No IEDA Benchmark Match	N
Deputy Director of Public Works	No IEDA Benchmark Match	N
Community & Economic Dev INACTIVE	Director of Economic Development	+
Director of Finance	Director of Finance	=
Director of Public Works	City Engineer/Director of Engineering Services	+
Employee Benefits Administrator	No IEDA Benchmark Match	N
Fire Chief	Fire Chief	=
Human Resources Administrative Secretary	Class Title Provided without Specifications	N
Human Resources Analyst I	Human Resources Analyst/Personnel Analyst (Entry)	=
Human Resources Analyst II	Human Resources Analyst/Personnel Analyst (Journey)	=
Human Resources Director	Director of Human Resources/Personnel Director	=
Human Resources Technician	Human Resource/Personnel Serv.Tech. (Journey)	=
Library Director	City Librarian/Library Director	=
Public Information Officer INACTIVE	No IEDA Benchmark Match	N
HR Analyst-Affirmative Action Specialist	Human Resources Analyst/Personnel Analyst (Journey)	-
Technology Services Director	Dir. of Information Tech/Chief Information Officer	=